



Advocate

March 20, 2019

PORTLAND ASSOCIATION OF TEACHERS

Breaking News: PAT Members Overwhelmingly Ratify Contract Extension, School Board to Vote Tues. April 9th

**April 10th: Take it to
the MAX!**

Please join us on Wednesday, April 10th for another action to fight for fully funded schools: Take it to the MAX! We are meeting in Pioneer Courthouse Square from 4:45 PM - 5:30 PM. Educators from all over the metro area will be riding the max there to gain visibility, and use that time to write to legislators. **Wear Red.**

Sign up on the PAT website:
pdxteachers.org.

Join the Bargaining Committee!

In preparation for our next round of bargaining with the District, PAT is recruiting members to serve on our Bargaining Committee. The Bargaining Committee will be a larger group than the Bargaining Team, and will require less time. Members of the Bargaining Committee can expect to meet regularly, beginning this spring, while PAT is developing bargaining proposals, and throughout the bargaining process.

If you are interested, please fill out the interest form on the PAT website: pdxteachers.org.

President's Message: We Won't Stand for More Cuts!

Yes, it just got worse.

Did you think education funding was at a breaking point before this legislative session? Were you ready to do everything possible to fight for full funding of our schools?

Unfortunately, the crisis just got worse, and we need to do more. **Much more.**

For years, we've been fighting for the state to fulfill its promise, and fund the Quality Education Model (QEM) developed over two decades ago.

The QEM outlines what basic services for schools should be.

For example, the recommendations include: Elementary school class sizes of 20 students; Maximum class sizes of 29 for middle and high school classes; One counselor for every 250 students; Resources for reimbursing teachers for out-of-pocket expenses; Additional time for struggling students; Adequate funding for building maintenance; and volunteer coordinators, community outreach coordinators, and school-to-work coordinators.

To fund the basic services outlined in the QEM, the state needs to allocate \$10.7 billion over the next biennium. This means at least \$2 billion in additional funding, which means \$2 billion in added revenue.

The governor proposed a budget of \$8.97 billion. It was touted as a budget designed to maintain current service levels, but that is not exactly true. Under the governor's budget, we'd have a **\$17 million shortfall** in PPS. PPS was planning to manage this shortfall by tapping \$7 million from reserves, increasing class sizes, creating blended classrooms, and making other cuts.

Unfortunately, the governor didn't include a revenue plan in her budget proposal, and now the Ways and Means committee has put forward an \$8.87 billion budget, which **leaves PPS short another 5 million dollars.**

We are cut to the bone. Absorbing this additional shortfall will be impossible. We can't keep doing more with less. We could lose an additional 70 teachers. Or, this could mean as many as 4 furlough days, achieved by cutting the school calendar. **While this solution means our class sizes/caseloads won't get worse, it does mean loss of pay.**

None of this is okay. We must stand up and fight harder than ever. This may mean we need to take bold action and do things we've never done before.

We need to make sure our elected officials understand how serious we are, and just how deep our commitment to our students runs. **No politician in Salem deserves their seat if they aren't ready to take bold action and stand up to corporations on behalf of our students.**





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Not receiving important PAT updates or has your home email changed? Give us your home email address to receive the latest bargaining information, member benefits, and other news you need.

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Our parent union, the Oregon Education Association, has called for a statewide walk out on May 8th. We don't want to lose a day of teaching with our students, but we can't tolerate another round of budget cuts.

In the meantime, we have a series of actions planned to show the legislature we're serious, and push them to do the right thing before it's too late.

But the bottom line is this—if there isn't revenue by May 8th, we will be ready to take action!

In Solidarity,

Suzanne Cohen
PAT President

Staffing Process Update

On March 19th, PAT representatives met with the District to review unassignments. Prior to that meeting, PAT analyzed each of the 125 unassignments to ensure they were done in compliance with the contract.

An unassignment is NOT a layoff. Instead, the educator will be reassigned to another site for the 2019-2020 school year by applying to available vacant positions. Vacancies will be posted in the Internal transfer process from April 1 – 5, with interviews occurring April 8 – 12.

Contract educators, 3rd year probationary educators, and unassigned 1st and 2nd year probationary educators are eligible to apply for vacancies in the Internal transfer process. No external applicant may be considered for a subject area until all unassigned current educators are assigned.

Answers to Frequently Asked Questions about the process are available on the PAT website: pdxteachers.org.

Workload Overage Pay

Article 8 in the 2016-2019 PAT Agreement has language that defines workload “thresholds” for class-size, teaching load, caseload, and the number of unique course preparations.

This language requires overload pay for educators whose workload exceeds those thresholds. Overage pay for the second semester is based on workload levels on Tuesday, February 19th.

If you are due workload overage pay for second semester, you should expect to receive overage pay in a separate check on March 29th. You should *not* need to take any action to get your overage pay, as the District determines overage payments based on information in Synergy and with corroboration from building administrators.

However, **if you do not receive the overage pay you deserve on your March paycheck, you need to fill out the form** created by PPS Human Resources, available on the PAT website: pdxteachers.org.

In case evidence is needed, continue to save screenshots of your class lists and/or course lists on Synergy from February 19th.